



OSPI | Office of Superintendent
of Public Instruction

The Teacher Shortage in Washington: Current Status and Actions to Address it

Presented to:

House Education Committee

January 24, 2017

Office of the Superintendent of Public Instruction

Addressing the Teacher Shortage and Equitable Access to Teachers Requires Actions across the Career Continuum

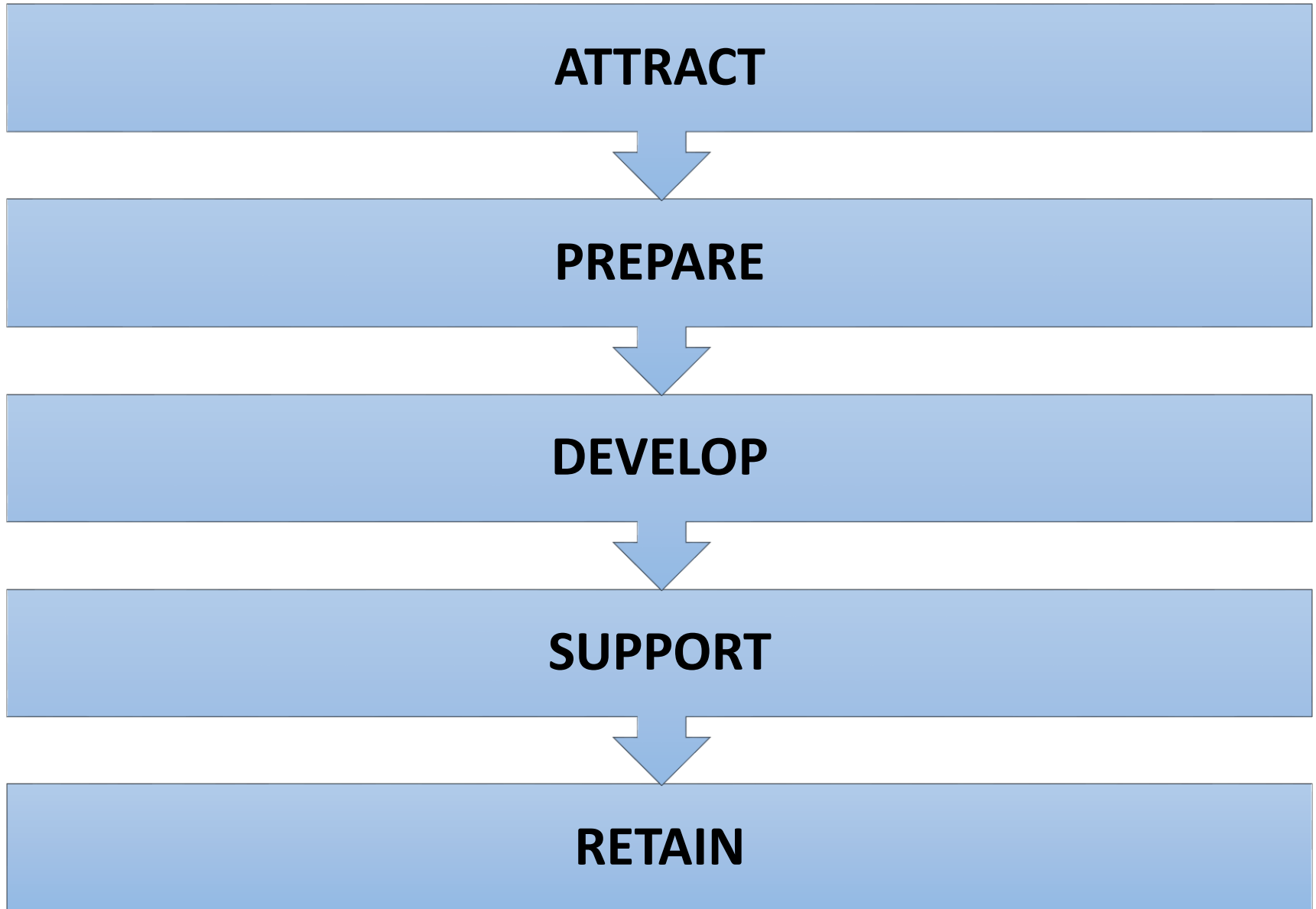
- Ensuring Equitable Access to Excellent Educators Plan

“The state must describe the steps it will take to ensure that poor and minority children are not taught at higher rates than other children by inexperienced, unqualified or out-of-field teachers, and the measures the state will use to evaluate and publicly report the progress of the state with respect to such steps.”

- Every Student Succeeds Act (ESSA) Draft Plan

“Describe how low-income and minority children enrolled in schools assisted under this part are not served at disproportionate rates by ineffective, out-of-field, or inexperienced teachers, and the measures the State educational agency will use to evaluate and publicly report the progress of the State educational agency with respect to such description.”

Equity Plan Strategy Framework Aligned to Career Continuum of Educators

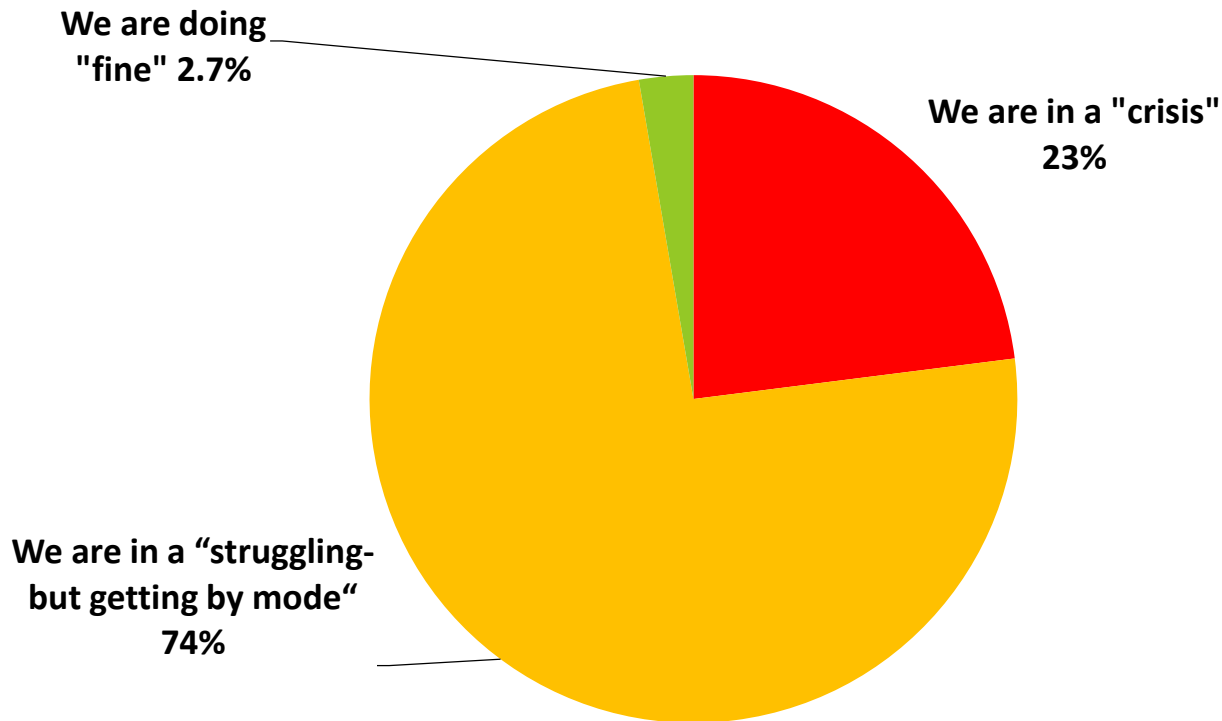


The Available Data:

What do we know about the Teacher Shortage in Washington?

- How serious is the **problem**?
- Are there **regional differences** in the extent of the problem?
- In what **content areas** are we experiencing the largest challenges?
- **Why** are we experiencing a teacher shortage?
- **Our Data Sources:**
 - HR Director and Principal Surveys, Fall 2016
 - UW Center for the Study of Teaching and Policy
 - OSPI and PESB Personnel Data Systems, CEDARS, Equity Gap Data
 - See: <http://www.k12.wa.us/LegisGov/TeacherShortage.aspx>

97% of HR Directors indicate they are in “Crisis” or “Struggling” to hire qualified certificated candidates



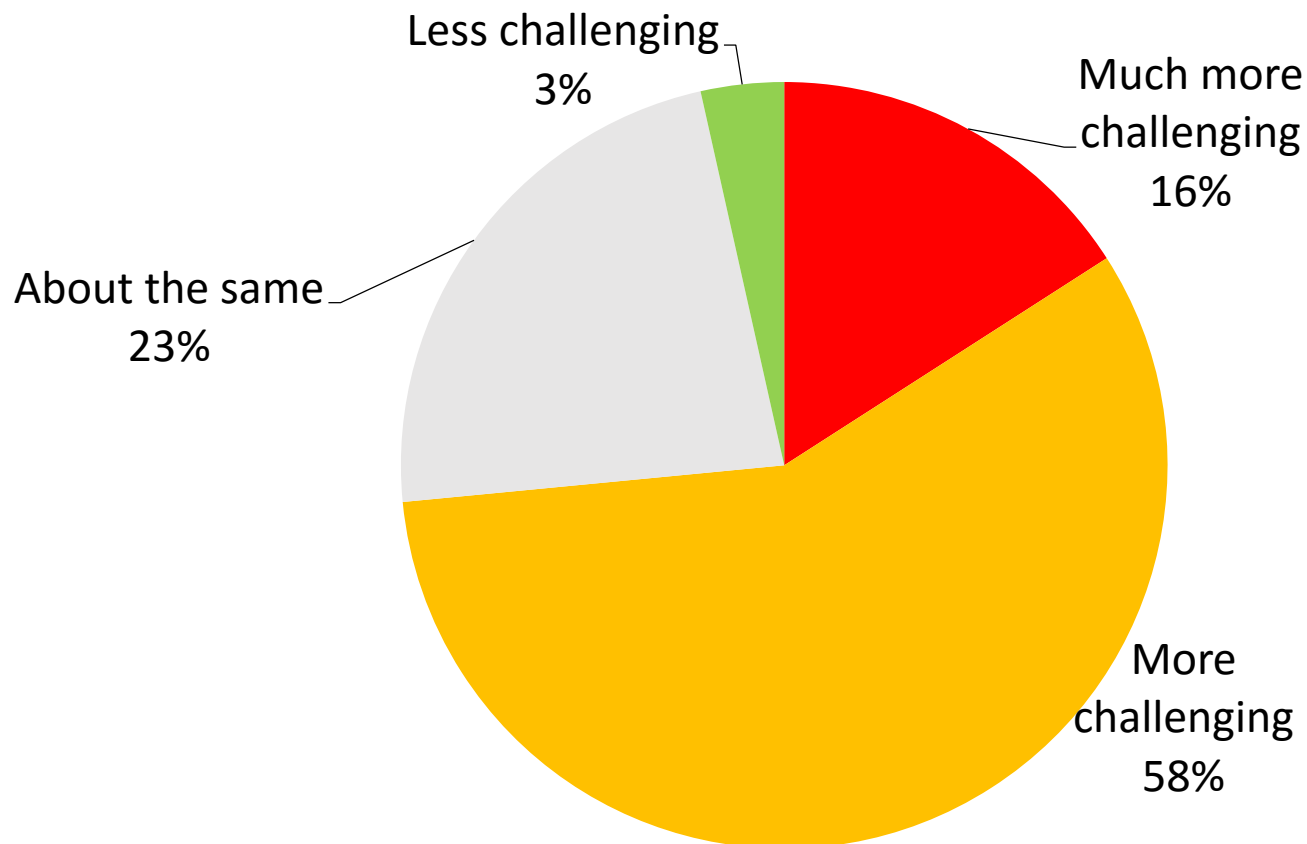
OSPI/WSPA HR Director Teacher
Shortage Survey – Fall 2016

**61% of Principals indicated they had to
cover a classroom in the past five days
because there were no substitutes available**

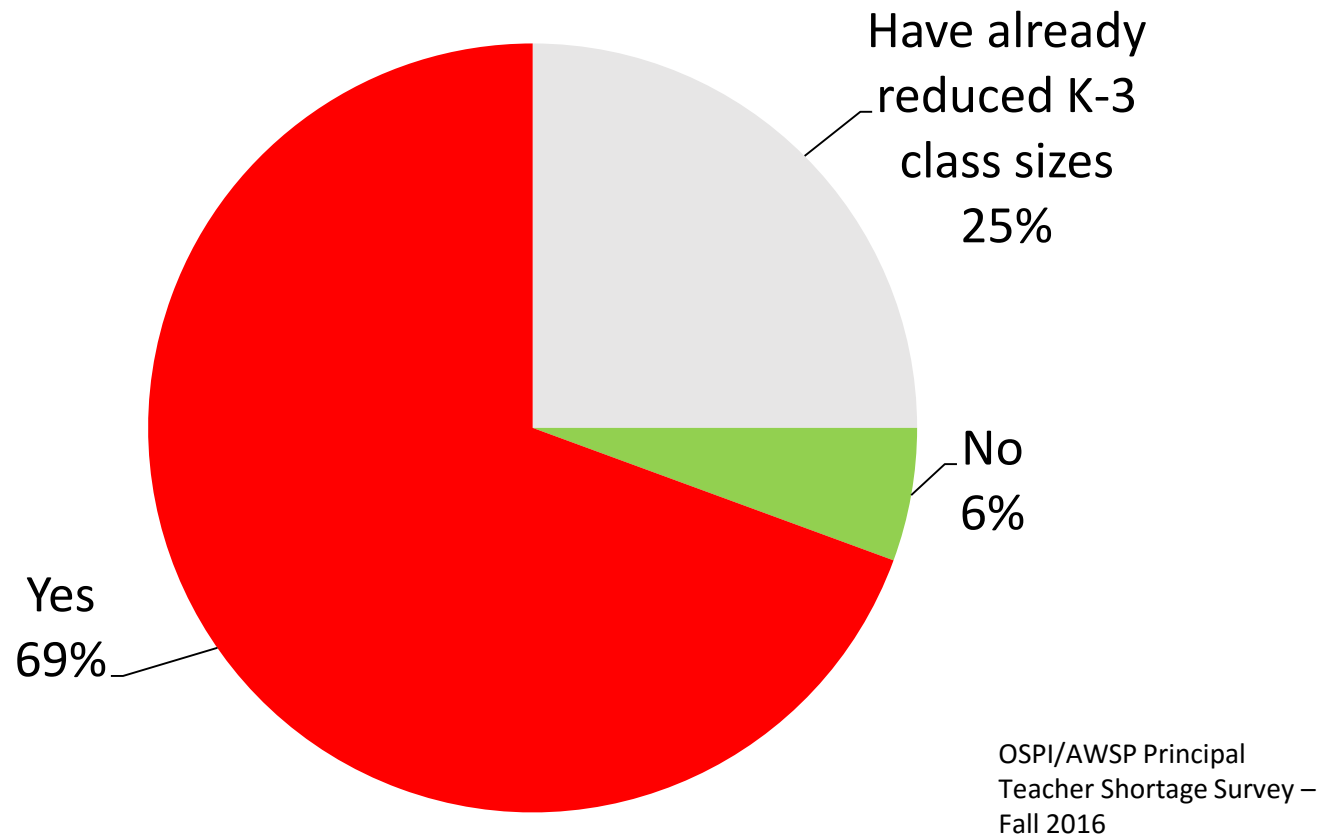


OSPI/AWSP Principal Teacher
Shortage Survey – Fall 2016

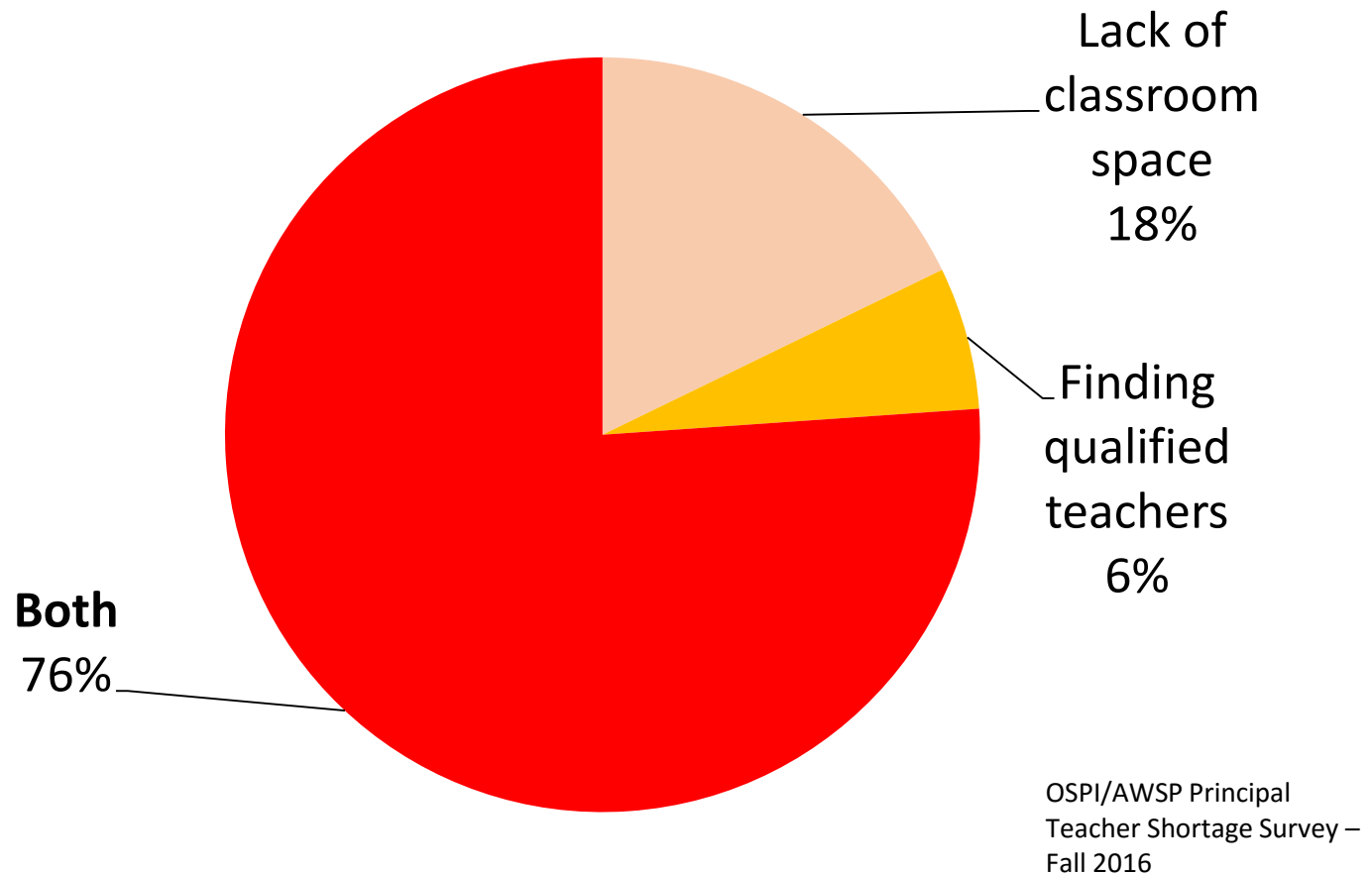
74% of **HR Directors** stated that the challenge of finding qualified certificated teachers **is greater this fall compared to last fall**



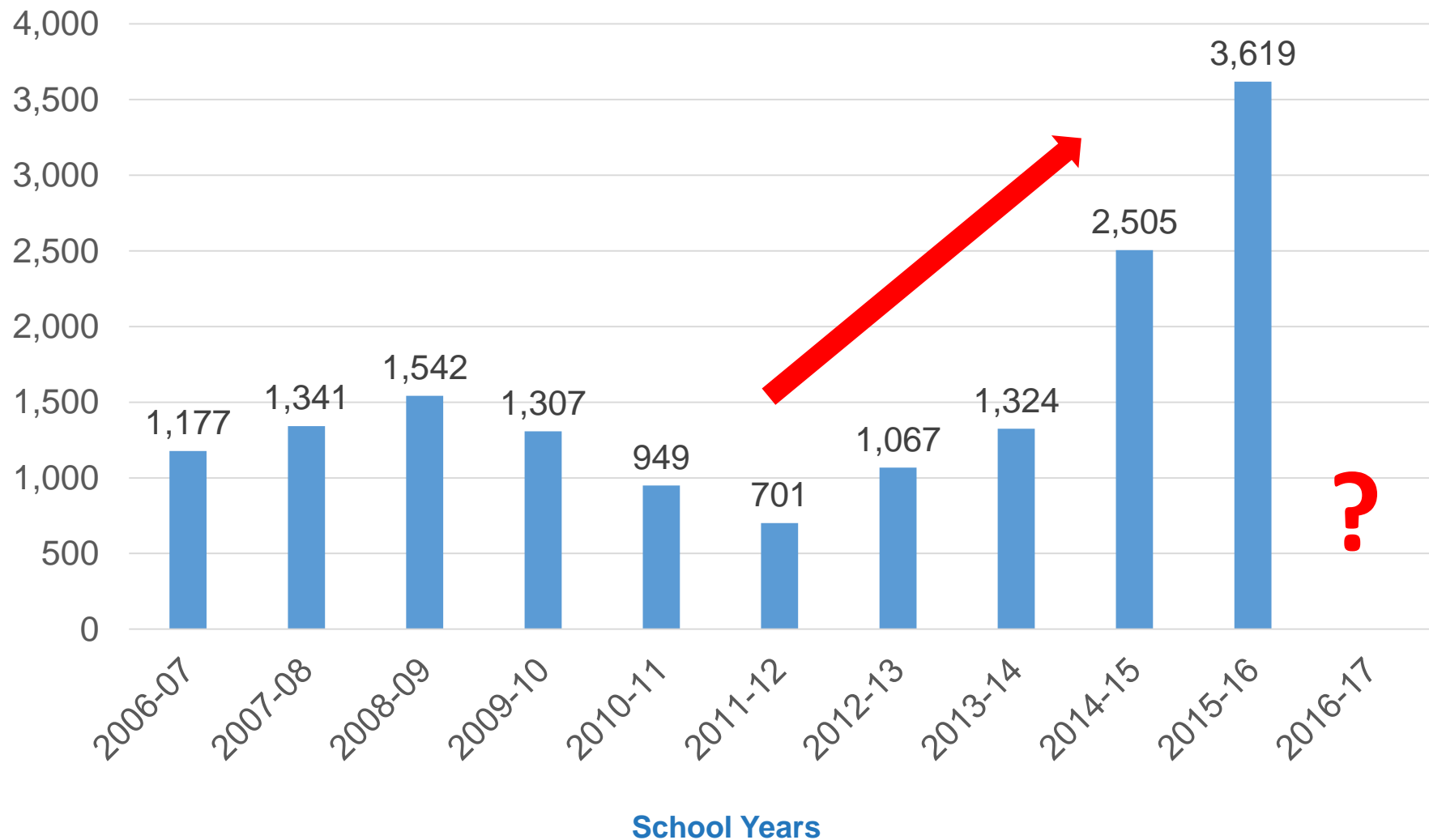
69% of principals anticipate barriers to reducing K-3 Class Sizes because of classroom space or lack of qualified teachers



When asked about the K-3 barriers, 82% of the principals said that **finding qualified teachers was a barrier.**

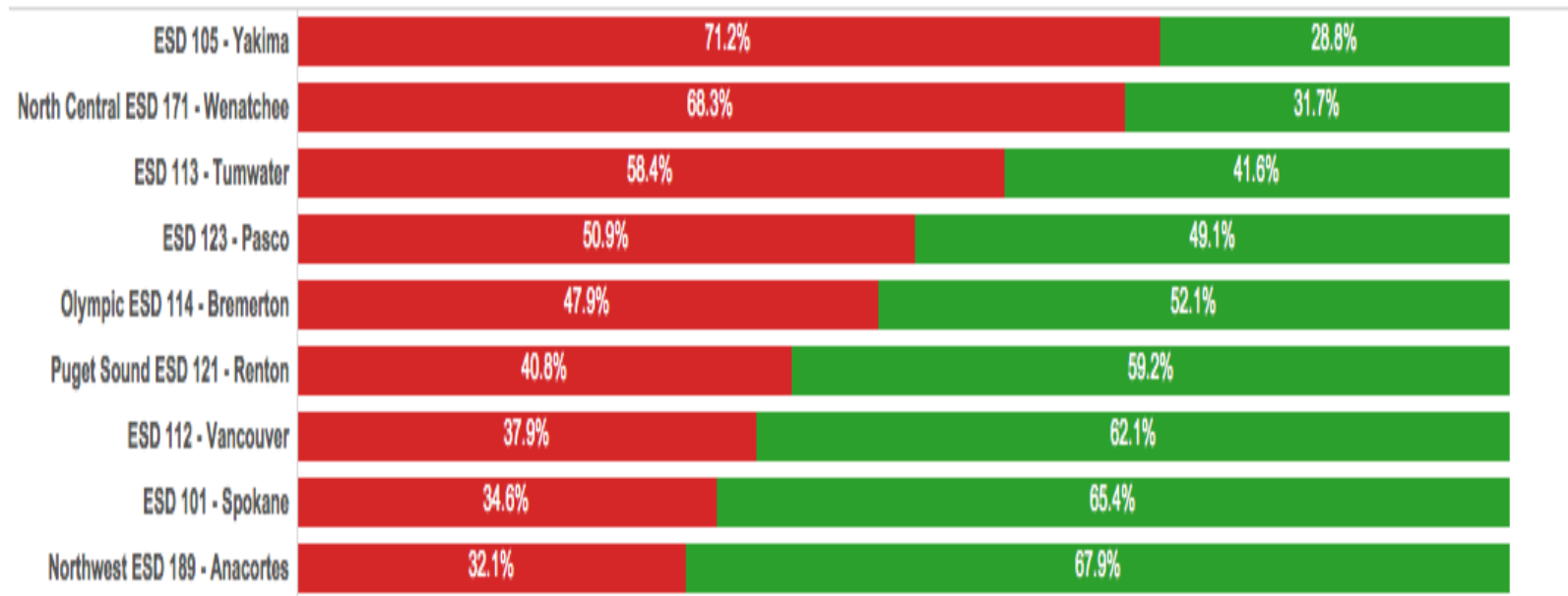


Emergency Substitute Certificate Issuance is Increasing



The problem varies regionally

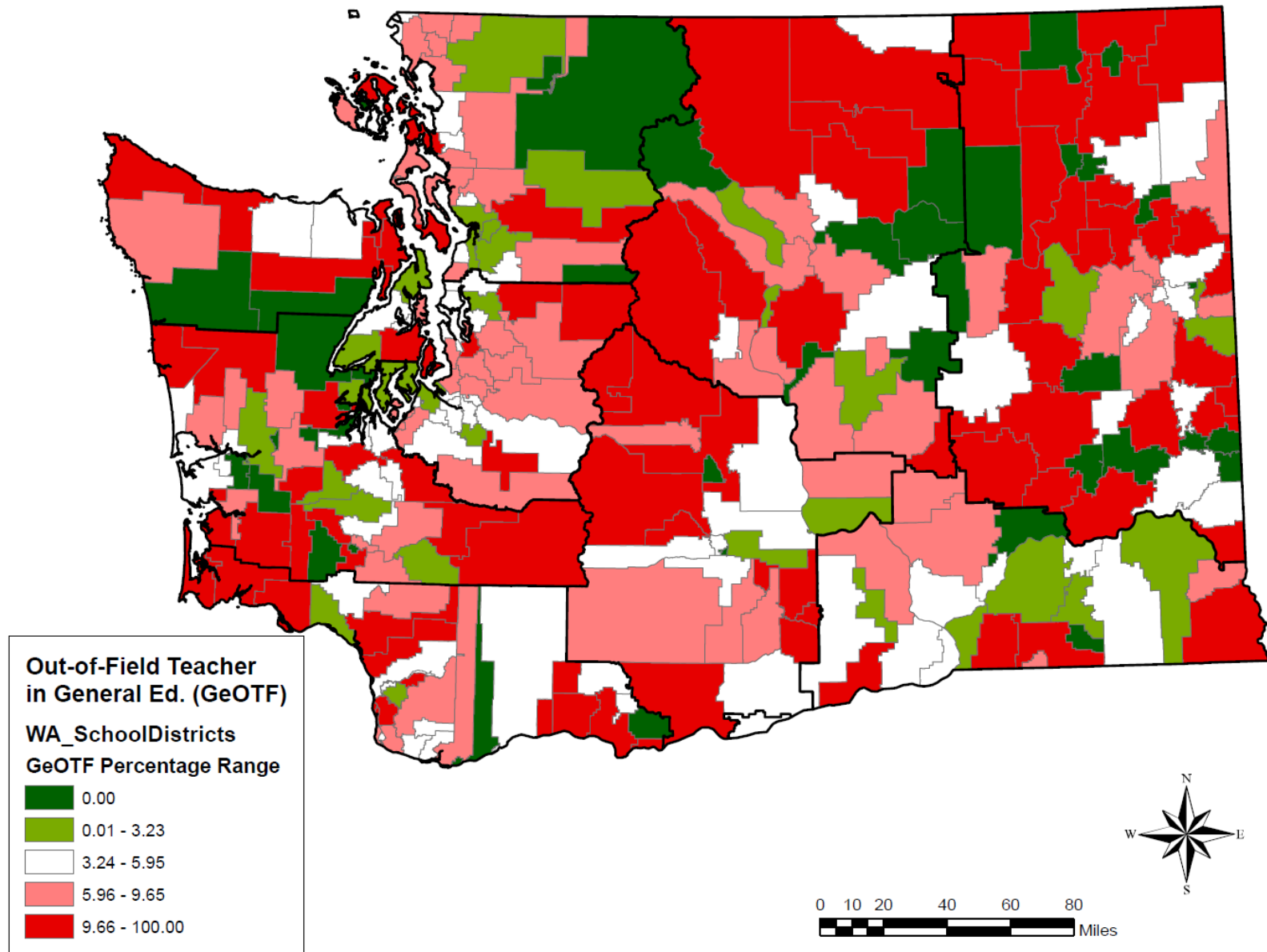
Unqualified Teacher Prevalence by ESD



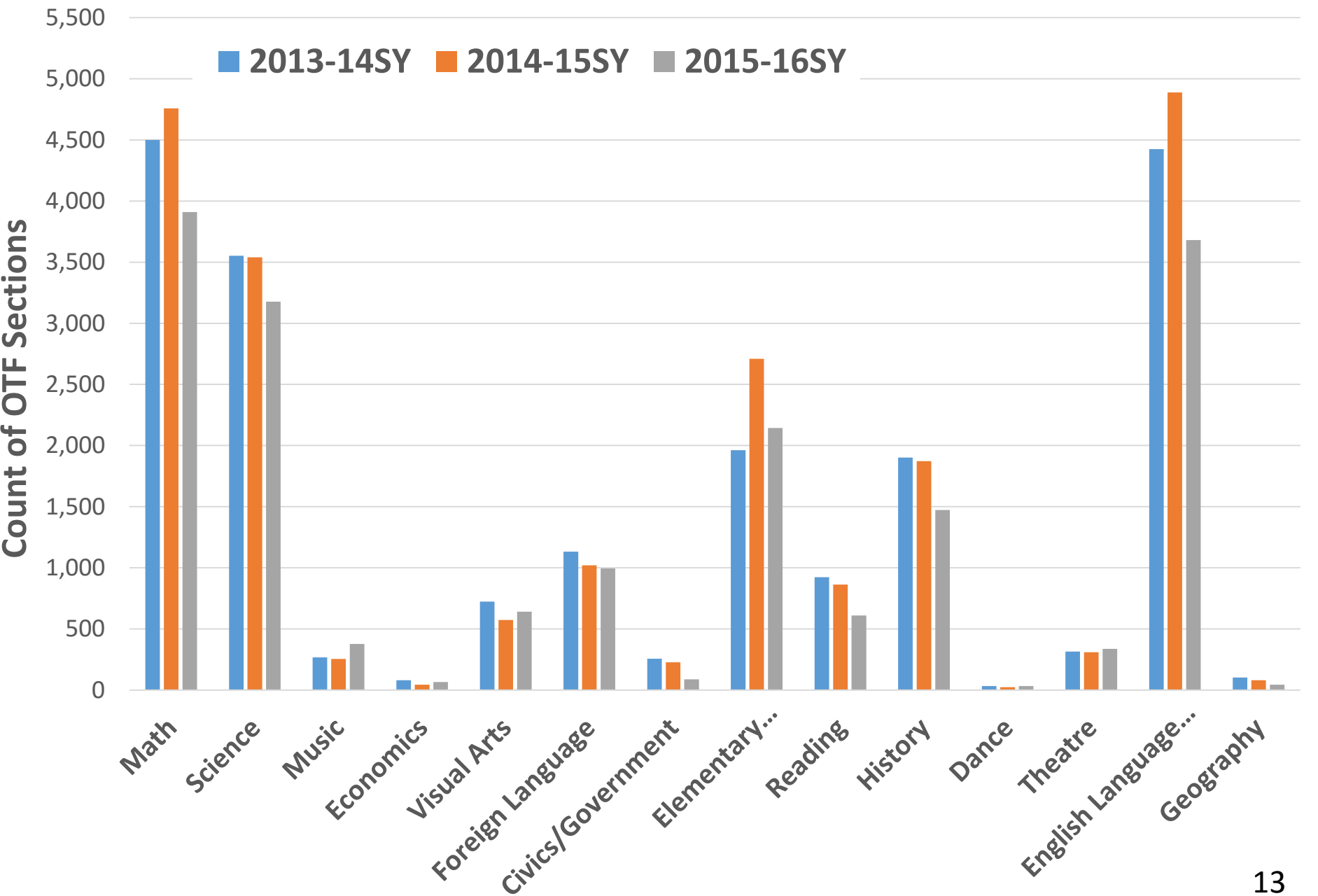
In fall 2016, were you able to employ all of your needed classroom teacher positions with fully-certified teachers?

- Yes
- No

Out of Field Teachers



Out of Field by Core Content Areas



Student and Teacher Race/Ethnicity

Chart 1: Percent Student Race/Ethnicity in Washington State in 2015-16

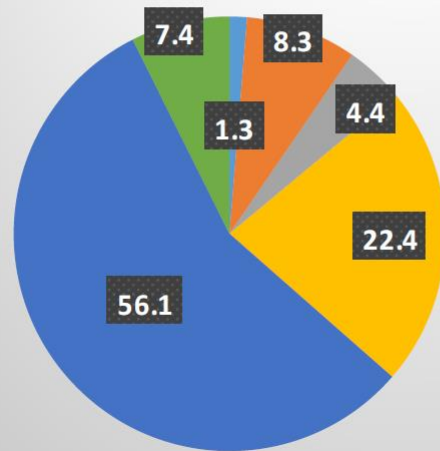
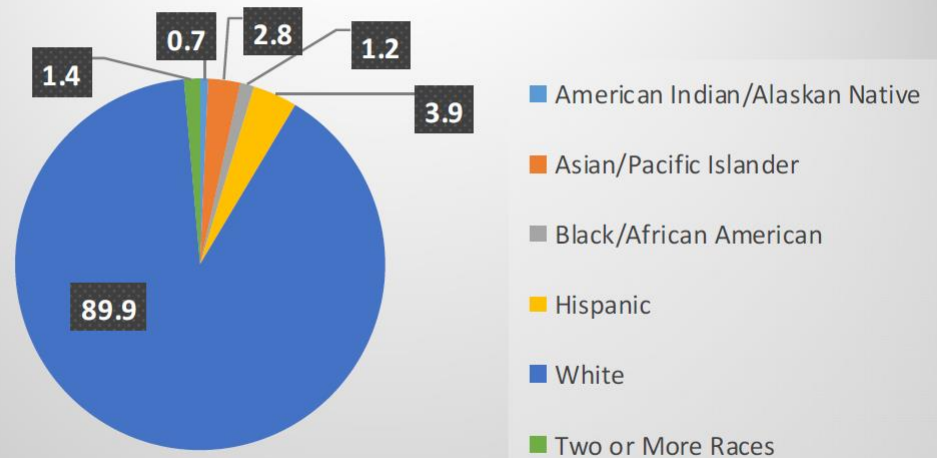


Chart 2: Percent Teacher Race/Ethnicity in Washington State in 2015-16



Summary of High Priority Equity Gaps in Washington State

State/ESDs/SD	High Priority Equity Gap(s) and Associated Student Subgroups		
	Unqualified (NotHQT)	Inexperienced (INX)	Out-of-Field in General Education (GeOTF)
State (2015-16 SY)	FRL ELL SPED MNR White Hispanic Asian Black American Indian Pacific Islander Two or more races	FRL ELL SPED MNR White Hispanic Asian Black American Indian Pacific Islander Two or more races	Black American Indian

*Summary is based on higher percentage of student subgroup(s)
at schools with higher percentage of teacher category (School Score V)

Why Are We Experiencing a Teacher Shortage?

- **Demand**

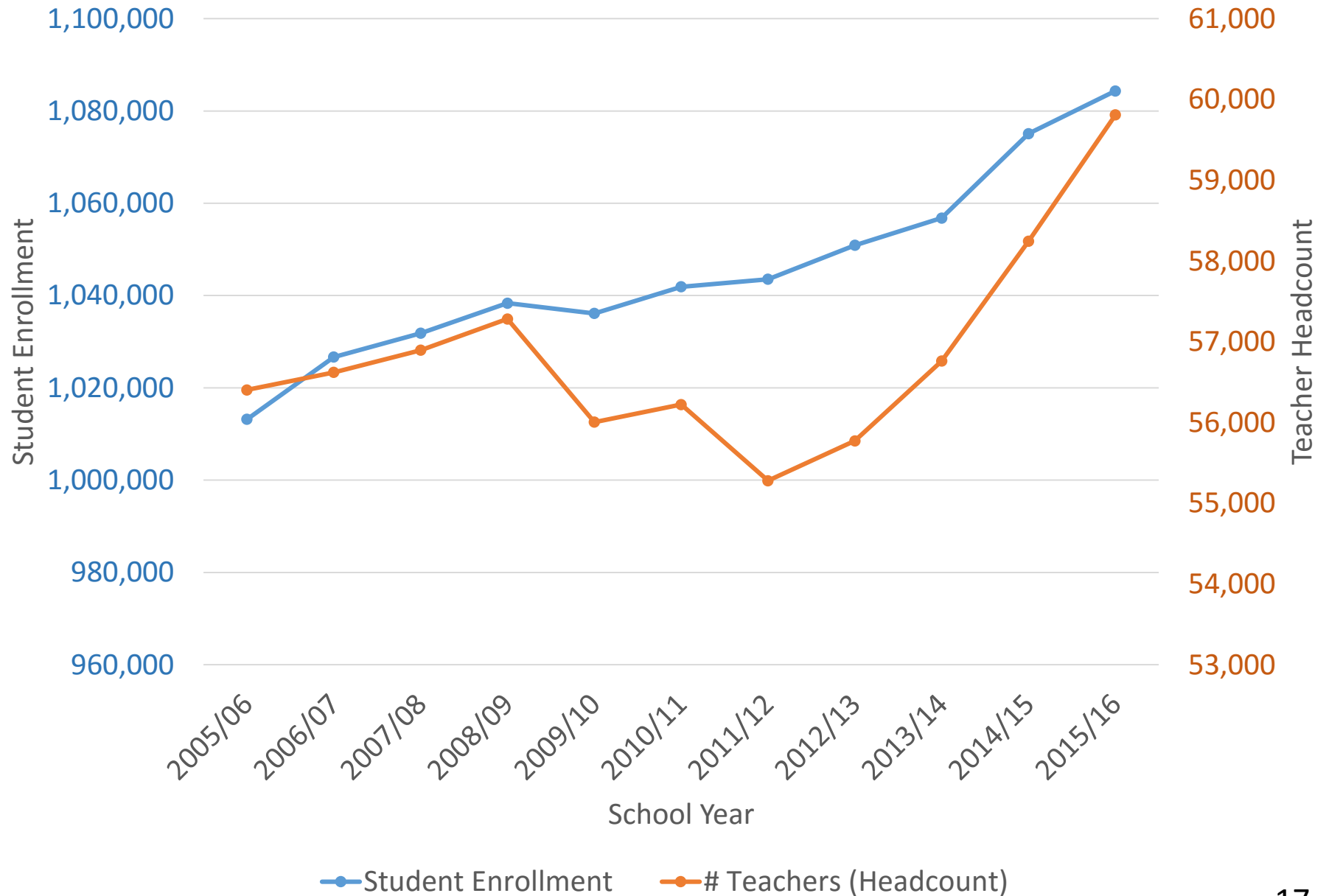
- School Districts have hired a **large number of teachers** since the Great Recession
- **Full-day Kindergarten and K-3 Class Size reduction** has significantly increased the demand for **elementary teachers**
- We have a large number of **teachers leaving each year**
- **Student enrollment** has been increasing

- **Supply**

- The number of certificated **new teachers graduating from teacher preparation programs** is significantly lower than a decade ago
- Lack of interest in teaching and perception of working conditions
 - Few jobs during the Great Recession

- See Supply/Demand Table in your folder -

Statewide Student Enrollment and Teacher Headcount



2016 Teacher Shortage Legislation (SB 6455)

Major OSPI Actions	Status
Teacher Recruitment Campaign	<ul style="list-style-type: none">- Plan completed (In folder)- Media consultant to finalize messages next week- Other strategies being developed/implemented
Central Washington “Focused/Pilot” Campaign	<ul style="list-style-type: none">- Plan completed (In folder)- Being implemented
Teacher Recruitment Website	<ul style="list-style-type: none">- Framework developed- Contract with ESD 113 to implement- Working with SBCTC regarding long-term sustainability
Statewide Teacher Job Position and Application Posting	<ul style="list-style-type: none">- Working with Employment Security to use WorkSource.Com
Enhancing and expanding our Mentor Program (BEST)	<ul style="list-style-type: none">- Allocated newly available funds- Developing guidelines to improve quality



TEACHER RECRUITMENT

Marketing Plan Overview

Hiring for 2017-18 and Beyond

PREPARED BY

Robyn Chastain
Statewide Educator Recruitment Consultant
(503) 998-7525
robynchastain@hotmail.com

A Copy of the Plan is in your Folder



OSPI | Office of Superintendent
of Public Instruction

TARGET AUDIENCES

★ Focus on Individuals of Color, other identified shortage areas, equity gaps, and bilingual teachers ★

Out-of-state college applicants

Those students graduating with a degree in education and seeking a position for the 2017-18 school year.

College students who have undeclared majors

A specific focus to those who are studying social services, math, science, and those who are bilingual in Spanish.

Individuals with a teaching certificate who are not using it

Those who wanted to be a teacher, but due to lack of available positions during the economic downturn of 2008 decided to pursue another occupation.



Paraprofessionals

Individuals who are currently working with students in our schools and want to become teachers.

Individuals with an emergency substitute teaching certificate

Those who are currently working at a school with an emergency substitute certification.

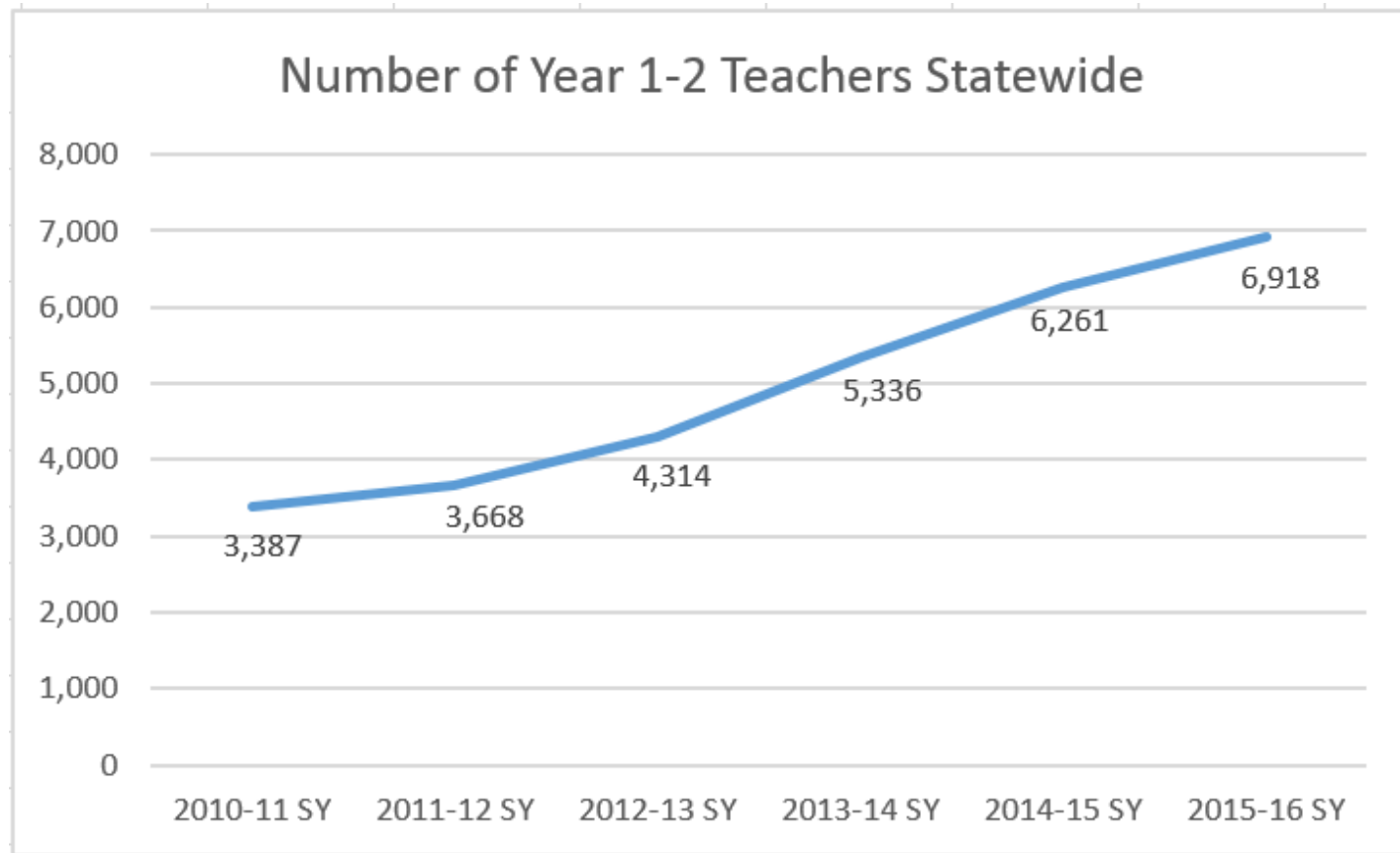
Military personnel and their spouses

A focus on encouraging eligible military personnel to begin a new career as teachers where their skills, knowledge and experience are needed.

Central Washington Regional Recruitment Campaign “Pilot”

- Created to develop specific strategies for the region experiencing the greatest challenges (ESD 105, Yakima; ESD 171, Wenatchee; ESD 123, Tri-Cities)
- Four Components (See Folder)
 - Teacher Recruitment, including High School students
 - Alternative Route Consortia
 - Regional Marketing and Promotion
 - Personnel Hiring Cooperative (For long-term sustainability)
- Funded out of the \$500,000 provided to OSPI

The number of new teachers is growing



Beginning Educator Support Team: BEST

- Goals: Improve new teacher effectiveness and retention; increase equity of learning opportunities
- \$9 million for FY 2017
- Serves 145 districts:
 - **2226** Year 1 teachers (61%)
 - **1715** Year 2 teachers (58%)
- Provides additional support for **162** Conditional certificate teachers
- Preliminary data from University of WA study shows positive impact on retention

What's Next?

Career Continuum	OSPI Decision Package
ATTRACT	Increase Beginning Teacher Salaries Expand “Grow Your Own” Initiative
RECRUIT	Continue Recruitment Campaign Hiring Technical Assistance Continue “Residency” Grants
SUPPORT	Increase BEST funding (Mentoring & Induction)
DEVELOP	Professional Development Learning Days
RETAIN	Fully Fund Compensation Teacher Loan Forgiveness Conditional Scholarships

Additional Information?

- OSPI Ensuring Equitable Access to Excellent Educator's website: <http://www.k12.wa.us/TitleIIA/EquitableAccess/default.aspx>
- OSPI Teacher and Substitute Shortage Website
<http://www.k12.wa.us/LegisGov/TeacherShortage.aspx>
- Robyn Chastain – Statewide Educator Recruitment Consultant
 - Robynchastain@hotmail.com, (503) 998-7525
- Maria Flores – Director of Title II, Part A & Special Program, OSPI
 - Maria.flores@k12.wa.us , (360) 725-6359
- Sue Anderson – Director of Educator Effectiveness, OSPI
 - Sue.anderson@k12.wa.us, (360) 725-6116
- Robert Butts – OSPI
 - Bob.butts@k12.wa.us (360) 725-0420